

# INTERVENTION COUNSELING

## CHAPTER 8

The Intervention Counseling Program is used as an “early warning system” to track police officers with complaint histories for the purpose of identifying potential problems and providing guidance. To receive Intervention Counseling (IC), the subject officers must have the following:

- ❖ Three or more investigations of Formal Citizen-Initiated or Formal Department-Initiated complaints within a 12-month period;
- or-
- ❖ Five or more investigations involving Informal, Procedural, Formal CI, Formal DI or a combination within a 12-month period.

During Intervention Counseling, the subject officers meet with the

Deputy Chief of their bureau, the PSCU Commander, and their immediate supervisor for informal counseling. This informal counseling session involves a review of the complaints against the subject officer,<sup>17</sup> whether sustained or not, in a positive attempt to assist him/her. No formal record is made of the substance of the IC session.

The PSCU conducts a monthly review of its investigation files to ensure that subject officers meeting the IC criteria are identified in a timely manner.

When officers are identified as a result of this review, a memorandum is written by the PSCU Commander to the subject officer’s Bureau Chief requesting the scheduling and the completion of Intervention Counseling.

<sup>17</sup> Subject officer refers to the sworn member of the SJPd against whom the complaint was made.

**Illustration #14:** Intervention Counseling (IC)

Time Period of Intervention Counseling	Total Number of IC Sessions	Number of Subsequent Complaints from IC Date to December 31, 1998					
		0	1	2	3	4	5+
Jan. - Dec. 1996	15	1	2	4	2	5	1
Jan. - Dec. 1997	19	6	5	3	3	1	1
Jan. - Dec. 1998	13	8	3	1	1	0	0

Illustration No. 14 lists the number of IC sessions between January 1 and December 31 for the years 1996 through 1998. The number of subject officers with subsequent complaints from their IC date should not be compared due to the differences in time between the 1996, 1997, and 1998 sessions. A longer time period from the IC date increases the possibility of having subsequent complaints.

Thirteen IC sessions occurred in 1998. Sixty-two percent (62%) of the subject officers received no subsequent complaints following the IC session. Twenty-three percent (23%) of the subject officers received one subsequent

complaint following the IC session. Seven percent (7%) of the subject officers received two or three subsequent complaints following the IC session.

Nineteen IC sessions occurred in 1997. Thirty-two percent (32%) of the subject officers received no subsequent complaint following the IC session. Twenty-six percent (26%) of the subject officers received one subsequent complaint following the IC session. Sixteen percent (16%) of the subject officers received two or three subsequent complaints following the IC session. Five percent (5%) of the subject officers received four, five or more subsequent complaints following the IC session.

Fifteen IC sessions occurred in 1996. Seven percent (7%) of the subject officers received no subsequent complaint following the IC session. Thirteen percent

(13%) of the subject officers received one subsequent complaints following the IC session. Twenty-seven percent (27%) of the subject officers received two while 13% received three subsequent complaints following the IC session. Thirty-three percent (33%) of the subject officers received four while seven percent (7%) received five and/or more subsequent complaints following the IC session.

In addition to Intervention Counseling, the SJPd has implemented other methods to address officers receiving multiple complaints. For example, subject officers and their supervisors may enter into a written agreement whereby certain steps are identified and followed in an effort to prevent the alleged misconduct from occurring in the future.

